



Seymour Oktoberfest Volunteer Release and Waiver of Liability Form

This Release and Waiver of Liability executed by undersigned (“Volunteer”) releases *The Seymour Oktoberfest* (“Non-profit”), a nonprofit corporation organized and existing under the laws of the State of Indiana and each of its directors and members.

Volunteer understands that the scope of Volunteer’s relationship with the Seymour Oktoberfest is limited to a volunteer position and that no compensation is expected in return for services provided by Volunteer; that the Seymour Oktoberfest will not provide any benefits traditionally associated with employment to Volunteer; and that Volunteer is responsible for his/her own insurance coverage in the event of personal injury or illness as a result of Volunteer’s services to Seymour Oktoberfest .

1. Waiver and Release: I, the Volunteer, release and forever discharge and hold harmless the Seymour Oktoberfest and its successors and assigns from any and all liability, claims, and demands of whatever kind of nature, either in law or in equity, which arise or may hereafter arise from the services I provide to the Seymour Oktoberfest. I understand and acknowledge that this release discharges the Non-profit from any liability or claim that I may have against the Seymour Oktoberfest with respect to bodily injury, personal injury, medical treatment, illness, death, or property damage that may result from the services I provide to the Seymour Oktoberfest or occurring while I am providing volunteer services.

2. Photographic release: I grant and convey to the Seymour Oktoberfest all right, title, and interest in any and all photographs, images, video, or audio recordings of me or my likeness or voice made by the Seymour Oktoberfest in connection with my providing volunteer services to the Seymour Oktoberfest.

3. Other: As a volunteer, I expressly agree that this release is intended to be as broad and inclusive as permitted by the laws of the State of Indiana and that this release shall be governed by and interpreted in accordance with the laws of the State of Indiana. I agree that in the event that any clause or provision of this release is deemed invalid, the enforceability of the remaining provisions of this release shall not be affected.

By signing below, I express my understanding and intent to enter into this release and waiver of liability willingly and voluntarily.

Print Name

Signature

Date

Seymour Oktoberfest Volunteer Code of Conduct

Volunteers shall at all times abide by and conform to the following Code of Conduct in their capacity as a Seymour Oktoberfest Volunteer.

General Expectations

1. Volunteers shall make decisions in the best interests of the organization.
2. Volunteers shall not discriminate and shall be respectful of ethnic, national, and cultural differences.
3. Volunteers shall at all times obey all applicable laws and regulations of the relevant government authorities, including all laws and provisions that govern appropriate conduct in the workplace while acting on behalf of Seymour Oktoberfest.
4. While acting on behalf of Seymour Oktoberfest, professional behavior and respectful discourse shall be required of volunteers. Disruptive or inappropriate behavior toward other volunteers or staff is unacceptable.
5. Volunteers are not permitted to speak on behalf of Seymour Oktoberfest or the Board to external parties, such as the media or other interested parties unless specifically asked to do so by the Board.
6. Volunteers shall understand the scope of their authority and exercise good judgment in their dealings with other volunteers, staff, suppliers and the general public and shall respond to all constituents and the needs of the nonprofits members in a responsible, respectful and professional manner.
7. When presented with a potential conflict of interest, Volunteers should notify a board member to disclose the situation and determine an appropriate course of action.
8. At times, Volunteers may be privy to sensitive information regarding Seymour Oktoberfest, Inc., its vendors, partners, and affiliates. This information requires the utmost respect and can only be shared as directed by a board member. Otherwise, disclosure of such information may cause the Volunteer to be legally liable.
9. Volunteers violating the Code of Conduct WILL be removed from their volunteer position. The Board will determine if this action is necessary and will notify the volunteer.